



Research to support outcomes

Clergy report “lower anxiety, gaining coping tools, increased motivation and feeling like a real person, not just a pastor” when in similar programs, working with a coach.

CHI (Duke Clergy Health Initiative) Research, PIP Coaching 2022

Transformational

“It has been an honor to be a part of this group. The work we have done together has been transformational in my ministry and is helping to develop me into the leader I am becoming. Walking alongside a group of colleagues who are in similar life seasons helped to hold me accountable. It has also helped me to work through difficult ministry decisions and conversations. Having a cohort to celebrate the joys of ministry and life together has been a wonderful blessing.”

Pilot participant 2024

Through the generosity of the Duke Endowment, the Office of Clergy life invites you to a one-year journey to invest in you and your ministry.

A holistic approach to emotional, spiritual, and physical health is the foundation of this work. Participating clergy will be part of a small community of practice who walk with each other to share, learn, and grow while leveraging individual strengths, energy, and experience. Together clergy explore four aspects of emotional intelligence: self-awareness, self-management, social awareness, and relationship management as well as other leadership

Outcomes experienced in this leadership investment

1. Personal learning strategies are adopted to increase emotional intelligence and learning agility
 2. Community is created in the spirit of encouragement and accountability
 3. Clergy increase self-awareness and gain a deeper understanding of emotional triggers in conflict situations and ways to engage in a healthy manner.
 4. Clergy are curious asking questions before making statements to gain clarity from the “balcony view”
 5. The lens of call and personal mission provide the framework for change and challenge
 6. Understanding of context provides a platform for increased agility and adaptability
 7. A personal leadership investment plan is formed by a series of personal assessments and conversations with colleagues and a development coach. Outcomes are clearly articulated stating measurable outcomes in new or adapted behaviors.
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Living into a Clergy Community of Practice

“As a clergy community we have been able to ask for prayers during difficult meetings, celebrate new professions of faith and baptisms together, celebrate new family members, brainstorm new ministry ideas, and pray for one another in illness and difficult circumstances. And this has been an honor, joy, and privilege. Having this community is helping me to live into my calling to ordained ministry through the connections and relationships we are building together.” Pilot participant 2024

Specific Outcomes

- Increased awareness of how specific clergy behaviors and decisions contribute to accomplishing the mission to which Christ calls the church
- Improved ability to provide adaptive leadership in their respective congregations based on improved self-awareness
- Improved self-awareness leads to increased emotional intelligence
- Increased emotional intelligence allows clergy to better perceive, understand and manage emotions in themselves and others.
- Strengthened contextual leadership competency through experiential learning and application
- Clergy in similar programs, working with a development coach, report “lower anxiety, gaining coping tools, increased motivation and feeling like a real person, not just a pastor.” CHI Research, PIP Coaching 2022
- Creation of a common language and expectation of clergy leader

Assessment

Assessments set the baseline for the clergy invited into the program. They include assessments for Strengths, Emotional Intelligence, WorkPlace Big 5 Traits and a 360 view of ministry. These assessments provide the foundation for the leadership investment plan for each clergyperson to utilize during the one-year engagement and beyond.

The Process

Development and Action Plan

“The process leads to an opportunity to develop a very specific plan that uses your God given profile to then move forward to maximize your leadership potential to both. To really understand who you are and how you function and then to begin to apply that with wherever you are, but also in the big picture of [ministry]. Not just in, you know whatever context you're in, but how you can apply that across the board at all different levels of your leadership. You actually have a plan for in a very specific way to continue to develop yourself.”

Accountability and Support

Reflection with a trained development coach is foundational as clergy are encouraged to reflect, retool and reimagine their ministerial practice. The development coach and the Community of Practice are key components of encouragement, support, and accountability.

Further Research

We continue to partner with the Duke Clergy Health Initiative to support ongoing research to healthy practices for long-term fruitful ministry. Participants in this program are invited to be participants in this research.